

EMPLOYEE RELATIONS

Employees of the Fremont Unified School District are represented by the following exclusive bargaining units:

Fremont Unified District Teachers Association	1,329 FTE Employees
United Public Employees Local 790	217 FTE Employees
California School Employees' Association Chapter 204	345.20 FTE Employees

Management Employees are represented by the Fremont Schools Management Association	113.55 FTE Employees
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Senior Management, consisting of the Superintendent and Assistant Superintendents are on individual contracts.

In 1995-96, the District successfully concluded negotiations with all exclusive bargaining units and entered into three year contracts with each of the groups for the period 1995-96 through 1997-98. The main elements of each of the contracts are explained below.

Fremont Unified District Teachers Association

1995-96 1% Salary Schedule Increase effective January 1, 1996

1996-97 Salary Schedule Increase equivalent to the District's Unique Cost-of-Living Increase for 1996-97 in the Base Revenue Limit per ADA, exclusive of Equalization Aid, 1%.

Effective July 1, 1996-97, Fringe Benefits for FUDTA members carrying medical insurance increased from \$379.26 to \$383.94 per month.

Effective January 1, 1997, the amount of \$ 5,108 is to be added to the Salary Schedule. This replaces the previous fringe benefit package. The \$ 5,108 added to the Salary Schedule becomes salary subject to retirement and applicable taxes. An IRC 125 Plan is implemented for FUDTA members.

Under the terms of the three-year agreement, the District and FUDTA agree to restore Counselors to the extent possible if Equalization funding becomes available in 1996-97. With the passage of the State Budget, the District receives \$26.11 in Equalization Aid per ADA in 1996-97 and agrees with FUDTA to restore eleven Counselors.

1997-98 Salary Schedule Increase equivalent to the District's Unique Cost-of-Living Increase in the Base Revenue Limit, exclusive of new Equalization Aid.

EMPLOYEE RELATIONS (Continued)

United Public Employees Local 790

- 1995-96 One-half of 1% (.5%) on all earnings for 1995-96. Salary Schedule increased by 1%, effective January 1, 1996.
- 1996-97 Salary Schedule Increase equal to FUSD unique funded Cost-of-Living Increase, effective July 1, 1996.
- Increase in Salary Schedule by 1/2%, effective January 1, 1997.
- Increase of \$2.00 per month for District contribution to medical/annuity package, effective July 1, 1996.
- 1997-98 Salary Schedule Increase equal to FUSD unique funded Cost-of-Living Increase, effective July 1, 1997.

California School Employees' Association Chapter 204

- 1995-96 1.24% One time Retroactive Pay Increase to January 1, 1996.
- 1996-97 Salary Schedule Increase equal to FUSD unique funded Cost-of-Living Increase for 1996-97 (3.41%), effective July 1, 1996.
- Each employee to receive a flat amount of \$220 per month, prorated based upon the employees full-time equivalency, to be applied towards the medical/dental/annuity fringe package.
- 1997-98 Increase in the Salary Schedule equal to the FUSD unique funded Cost-of-Living Adjustment in the Base Revenue Limit per ADA. Effective July 1, 1997.

Fremont Schools Management Association

- 1995-96 1% Salary Schedule Increase effective January 1, 1996. Equivalent to 1/2% for total earnings of 1995-96.
- 1996-97 Salary Schedule Increase equal to the FUSD unique Cost-of-Living Increase in the Base Revenue Limit per ADA for 1996-97 (3.41%). 1/2% Salary Schedule Increase, effective January 1, 1997.
- 1997-98 A percentage increase in the Salary Schedule and/or Fringe Benefits equal to the unique fund Cost-of-Living increase in the Base Revenue Limit per ADA for 1997-98, as described in a plan submitted to the Superintendent by September 1, 1997.

SALARIES AND BENEFITS COSTS

HOW MUCH IS SPENT ON SALARIES AND BENEFITS?

The personnel costs (wages and employee benefits) account for 75 to 90 percent of the General Fund's expenditures in the state of California. The chart below shows personnel costs allocated over a four year period.

SUMMARY OF SALARIES AND BENEFITS AS A PERCENTAGE OF "TOTAL EXPENDITURES"

93/94	SALARIES	65.5%	BENEFITS	17.9%	TOTAL	83.4%
94/95	SALARIES	68.4%	BENEFITS	15.9%	TOTAL	84.3%
95/96	SALARIES	69.1%	BENEFITS	15.7%	TOTAL	84.8%
96/97	SALARIES	65.6%	BENEFITS	14.9%	TOTAL	80.4%

WHAT IS EACH EMPLOYEE GROUP'S SHARE OF THE SALARY EXPENSE?

There are four major employee groups:

Certificated, Non-management (teachers, nurses, counselors, psychologists, librarians)

Classified, Non-management (instructional assistants, maintenance workers, clerical staff)

Administrators (principals, coordinators, directors, other administrators)

Supervisors (not members of the district management team)

The following chart shows the total salary amounts paid to each of these groups over the past four years.

SUMMARY OF SALARIES BY EMPLOYEE GROUP INCLUDING PERCENTAGE OF "TOTAL SALARY"

	93/94	%	94/95	%	95/96	%	96/97	%
CERTIFICATED	\$27,937,030	71.5%	\$29,755,440	71.4%	\$32,444,419	70.8%	\$34,818,298	72.0%
CLASSIFIED	\$9,172,774	23.5%	\$9,946,635	23.9%	\$11,072,475	24.3%	\$10,983,724	22.7%
ADMINISTRATORS	\$1,728,788	4.4%	\$1,762,038	4.2%	\$1,914,629	4.2%	\$2,245,279	4.6%
SUPERVISORS	\$207,250	0.5%	\$216,336	0.5%	\$316,304	0.7%	\$322,908	0.7%
TOTAL	\$39,045,842	100.0%	\$41,680,449	100.0%	\$45,747,827	100.0%	\$48,370,209	100.0%